FY04 LTC Board Analysis Functional Area 59

Disclaimer: This information is a summary of the results of the FY04 LTC promotion board. Any trends indicated are simply observations based on the results of the board for ISCF and FA59 officers. It is important to note that the data does not reflect institutionalized requirements for promotion but a reflection of dynamics of the FY04 LTC board results.

FA59 FY 04 LTC Board Statistics

- Primary Zone (YG88)
  - 11 Considered
    - All officers completed MEL4
  - 11 Selected (100%)
- Above the Zone (YG87 and pric
  - 10 Considered;
  - 9 "Seriously" Considered (complete
  - 3 Selected (30% of total; 33% of "serious" officers)
- Below the Zone (YG89)
  - 11 Considered;
  - 9 "Seriously" Considered (completed MEL4); and
  - 0 Selected (0% of total)

FA59 had a "minimum" promote number of 10. Fourteen officers were selected, suggesting we did not "benefit" from this minimum.

FA59 FY 04 LTC Board Statistics

- One officer in YG88 was selected BZ last year. Of the 12 officers originally in YG88, all have been selected for LTC.

- One AZ officer was previously in YG86 and 2 AZ officers were in YG87.

Analysis

- The goal under OPMS3 is for promotion rates to be comparable between career fields (Operations, IO, OS, and IS).
- Promotion “comparison” rates are based on DOPMA averages. This is calculated by dividing the total number of officers selected for promotion in all zones (PZ, AZ, and BZ) by the number of officers in the PZ (YG88). The ISCF DOPMA average was comparable to the Operations average.
- FA59 exceeded the promotion rates of the other career fields in all but the BZ category. (next slide)

Comparison of Total Considered

Zone of Consideration	Total Considered	Selected	Percent	ISCF Average	Operations Average
PZ	11	11	100%	73.3%	79.0%
BZ	11	0	0%	5.6%	7.4%
AZ	10	3	30%	13.7%	6.9%
DOPMA Opp % Total Selected ÷ PZ Considered		14*	14/11 = 127%	90.8%	91.2%

* NOTE: "Minimum Selection Requirement" = 10

Analysis

- **These board results are consistent with the last two LTC selection boards. Selection seems to come down to two factors:**
  - **CGSC Completion**
    - All officers in the primary zone had completed CGSC (9/10 AZ and 9/11 BZ). Res or Non-Res attendance were not factors. For officers selected in the PZ, 45% completed Resident CSC and 55% non-Resident. All 3 AZ officers selected completed non-Resident CGSC.
  - **Strength of File**
    - The single most significant factor is “strength of file.” The Ratio of Above Center of Mass (ACOM) OERs to the # of Total OERs has been the most accurate indicator of whether an officer will be selected for promotion. Officers without at least 33% ACOM OERs are at risk for promotion to LTC.

Analysis (Continued)

- The average of ACOM OERs for all officers in the PZ was 73%, so it is not surprising that all officers in the PZ were selected for promotion. The lowest percent of ACOMs was 50%.

- For the AZ officers, it appears that the board focused on the last 3 or 4 OERs. For the 3 AZ officers selected, they averaged 50% ACOMs for their last 4 OERs. There was only one AZ officer with over 50% ACOMs for his last 4 OERs who did not get selected and he was already a 3 x non-select for LTC.

- While a couple of officers had an overall OER profile that made them competitive for BZ, they had at most one OER in a MAJ FA59 job.

Analysis (Continued)

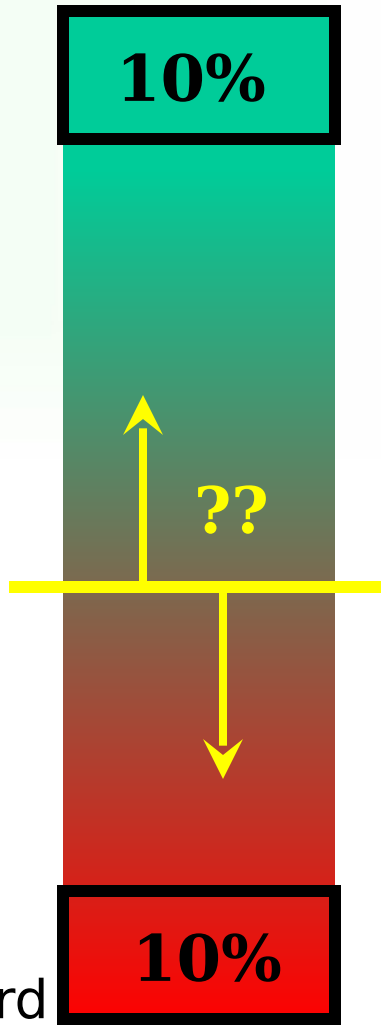
- Other factors. Factors such as advanced degrees, ARSTAF/Joint time, resident and non-resident MEL4, BQ time, etc. do not seem to be a good predictor regarding selection/non-selection.

- Caveat: While board members review an officer's complete file (ACS, type of BQ jobs, etc.) and do more than simply calculate the number of ACOM OERs, this "strength of file" analysis has been a strong predictor of an officer's selection/non-selection for promotion.

Analysis (Continued)

- COM reports do not kill careers
  - Approx 10% of officers have all ACOMs
  - Approx 10% of officers have all COMs
  - 80% are somewhere in between
    - Given that promotion rates for LTC and COL, the line for promotion will be “drawn” through this last group…
- Understanding PZ promotion rates you can get a pretty good sense what it takes to be promoted/ selected:
  - MAJ → LTC (approx. 75%) ← 33% ACOM Min
  - LTC → COL (approx. 50%) ← 64% ACOM Avg*
  - SSC (approx. 7%) Very high min/avg

*ISCF Avg for FY03 COL Board



FA59 FY04 LTC Board Analysis

- The promotion rate for FA59s improved this year to 100%.
  - Last year we had 13/17 (76% selected).
- As a whole, the files selected this year are stronger than last year.
- The board promoted 4 more than the “minimum” of 10 FA59s, suggesting that we did not benefit from the minimum.
- While clearly the “whole” file was assessed, there appears to be a very strong correlation between an officer’s manner of performance (i.e., OERs) and promotion to LTC. Other factors such as Res/NR CGSC, advanced degrees, BQ time, and Joint/ARSTAF time appear to be less significant.